

CONGRESSMAN NORCROSS IS FIGHTING FOR WOMEN ^{IN THE} WORKFORCE

A FAIR DAY'S PAY FOR A FAIR DAY'S WORK

Congressman Norcross supports the *The Raise the Wage Act of 2017 (H.R. 15)*

If the minimum wage was raised to \$15 an hour...

- 19% of all women in the U.S. would get a raise
- 23% of all women of color in the U.S. would get a raise
- 28% of the entire New Jersey workforce would get a raise (1.2 million workers)

The Raise the Wage Act raises the minimum wage to \$15 per hour by 2024 and indexes to the median wage growth thereafter. This legislation gives more than 41 million low-wage workers a raise, increasing the wages of almost 30% of the wage-earning workforce in the United States.

MAKING LEAVE POLICIES WORK FOR FAMILIES

Congressman Norcross supports *The Family & Medical Insurance Leave (FAMILY) Act (H.R. 947)*

The bill creates a comprehensive national program that helps meet the needs of new mothers and fathers, as well as people with serious personal or family health issues. The FAMILY Act creates a shared fund that makes paid leave affordable for employers of all sizes and for workers and their families.

Congressman Norcross supports *The Healthy Families Act (H.R. 1516)*

This bill allows workers in businesses with 15 or more employees to earn up to seven job-protected paid sick days each year.

EQUAL PAY FOR EQUAL WORK

Congressman Norcross supports *The Paycheck Fairness Act (H.R. 1869)*

The bill helps to close loopholes in the Equal Pay Act, helping to break harmful patterns of pay discrimination and strengthens workplace protections for women.

CARING FOR OUR CHILDREN

Congressman Norcross supports *The Child Care for Working Families Act (H.R. 3773)*

This legislation addresses the current early learning and care crisis by ensuring that no family under 150% of state median income pays more than 7% of their income on child care. Families would pay their fair share on a sliding scale, regardless of the number of children they have. The bill also supports universal access to high-quality preschool programs for all 3- and 4-year olds. Finally, the Act would significantly improve compensation and training for the child care workforce to ensure that our nation's teachers and caregivers have the support they need.

PROTECTING WOMEN IN THE WORKFORCE

Congressman Norcross supports *The Pregnant Workers Fairness Act (H.R. 2417)*

This bill prohibits employment practices that discriminate against making reasonable accommodations for job applicants or employees effected by pregnancy, childbirth or related medical conditions. It allows employees to take paid or unpaid leave and protects workers from getting fired or losing pay for requesting or using such reasonable accommodations.



CONGRESSMAN DONALD NORCROSS

Member of the Education & the Workforce Committee